

CENTRAL INTELLIGENCE AGENCY  
WASHINGTON 25, D. C.

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22 January 1953

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Mr [REDACTED]  
Personnel Manual Task Force  
North Building

Dear John:

I have read with interest your memorandum of 9 January relating to "Categories of CIA Personnel". Although illness prevented me from staying to the conclusion of your discussion in Room 117 North Building the other day, I enjoyed that too.

The only point I would like to raise is that I think the concept of "Temporary Personnel," outlined in Point III of this memorandum is unrealistic, except in time of actual war or national emergency. I say this based on experience our division has had over the period of months we have been engaged in the personnel procurement function.

I do not think that you can attract sufficiently qualified and well-motivated personnel to this or any other like Agency on any advertised "temporary" basis, except in the lower graded categories of jobs, and most of these those from floating labor areas normally, like CPC or Wage Board type personnel.

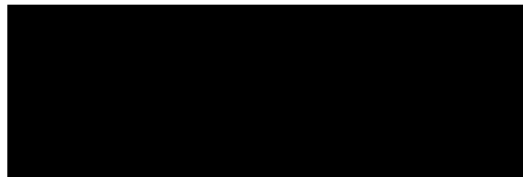
The only possible, and adaptable group to which these temporary provisions might apply is the academic group, many of whom already come to us on this basis, though they are currently granted staff, or "career" status with CIA in most instances. Were we actively to enlist the support of certain professional and industrial groups by a program of education for temporary service with CIA, we might meet with a certain success, but unless we do, I feel that this category will be a convenient dumping ground for those deemed not worthy of "career service."

DOC	28	REV DATE	22-6-81	BY	W6191
ORIG COMP		OPI	32	TYPE	01
ORIG CLASS	45	PAGES	88	REV CLASS	C
JUST	22	NEXT REV	2011	AUTH:	HR 70-2

With the labor market situation being what it is today, it would be well nigh impossible, in my opinion, to meet even a portion of our needs if we go out and try to recruit people on a "temporary" basis. Most people are awed by the workings of our economic system to such an extent that they seek permanence in order to establish a refuge from the vagaries of matters over which they have no control. It would be far easier to combine this group with Category Six, "Independent Contractors," I feel, for in many ways, they resemble each other more than they differ from one another.

I would appreciate your reactions.

Sincerely yours,

A large black rectangular redaction box covering the signature of the sender.

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Chief, Personnel Procurement